

Email: stan@stanm.com

Present Occupation: Arbitrator/Mediator/Staff Attorney with Wisconsin Employment Relations Comm.

First Business Address:

3032 Providence Street
Sun Prairie, WI 53590
Phone (608) 825-1414
Fax (608) 825-1414

Second Business Address (Home):

PMB 37
5185 Broadway
Gary, IN 46409-2708
Phone (888) 235-7257
Fax (414) 270-0798

PROFESSIONAL AFFILIATIONS:

National Academy of Arbitrators, member since 1984, Industrial Relations Research Association, Wisconsin Chapter, Director, 1987- now, Wisconsin Bar Association, Labor and Employment, Law Section, Chairman, 1993-1994, now Director, American Bar Association, Section on Labor and Employment Law, member

EDUCATION:

University of Wisconsin, J.D., 1972
University of Wisconsin, B.A. (math), 1968

CERTIFICATIONS:

Certified in arbitration of statutory disputes, Cornell University (NAA and AAA joint program)

ARBITRATION/LABOR RELATIONS EXPERIENCE:

1980-now, arbitration, mediation and alternative dispute resolution of private civil disputes, private law practice, 1992-1993, part-time project, Settlement Conference Administrator/Administrative Law Judge, Equal Rights and Labor Standards Division, Wisconsin Department of Industry, Labor and Human Relations 1972-80, mediator, grievance arbitrator, administrative law judge, Wisconsin Employment Relations Commission, mediated over 1,000 contract disputes, arbitrated over 100 grievances, heard unfair labor practice and representation matters, in the private, state and local government sectors; the work included substantial mediation of grievances and unfair labor practice issues.

INDUSTRIES:

• Aerospace • Advertising • Agriculture • Automotive • Banking • Bakery • Beverage • Building Products • Broadcasting • Canning • Cement • Chemicals • Clothing • Coal • Communications • Construction • Dairy • Distillery • Education • Electrical Equipment • Electronics • Entertainment/Arts • Feed/Fertilizer • Food (Manufacturing/Processing/Service) • Foundry • Furniture • Grain Mill • Health Care • Hotels/Motels/ Casinos/Resorts • Hospitals/Nursing Home • Iron • Lumber • Machinery • Maritime • Meat Packing • Metal Fabrication • Mining • Office Workers/ Clerical • Organizations • Packaging • Petroleum/Petrochemicals • Plumbing • Police and Fire • Printing and Publishing • Prison Guard • Pulp and Paper • Restaurants • Retail Stores • Ship Building/Dry Dock • Steel • Stone/Quarry • Textile • Transportation • Trucking and Storage • Utilities • Warehousing

ISSUES:

Affirmative Action • Absenteeism • Arbitrability • Bargaining Unit Work • Conduct (Off-Duty/Personal) • Demotion • Discipline (Non-Discharge) • Discipline (Discharge) • Discrimination (Age, Disability, Race, Sex, Religion, National Origin) • Drug/Alcohol Offenses • Fringe Benefits (Bonus, Holidays, Insurance, Leave, Vacation) • Grievance Mediation • Health/Hospitalization • Job Performance • Job Posting/Bidding • Jurisdictional Dispute • Layoffs/Bumping/Recall • Management Rights • Official Time • Past Practices • Pension and Welfare Plans • Promotion • Retirement • Safety/Health Conditions • Seniority • Sexual

Harassment • Strikes • Work Stoppages • Slowdowns • Subcontracting/Contracting Out • Tenure/ Reappointment • Union Security • Wages (Cost-of-Living Pay, Holiday Pay, Incentive Pay, Job Classification & Rates, Merit Pay, Overtime Pay, Severance Pay, Vacation Pay) • Work Hours/Schedules/ Assignments • Working Conditions/Work Orders • Violence or Threats

PERMANENT PANELS:

State of Iowa and UE/IUP; City of Cedar Rapids and AFSCME, Local 620; U.S. Postal Service and Nat'l. Association of Letter Carriers (regular and expedited)

ARBITRATION ROSTERS:

American Arbitration Association, Federal Mediation and Conciliation Service, Wisconsin Employment Relations Commission, Iowa Public Employment Relations Board, Kansas Public Employee Relations Board; Illinois Educational Labor Relations Board, Illinois State Board of Education, National Mediation Board, Montana Personnel Appeals Commission, Washington Public Employment Relations Board, Pennsylvania Department of Labor; Oregon Employment Relations Board; Alaska Labor Relations Agency

PUBLISHED CASES:

118 LA 548 • 105 LA 223 • 102 LA 8 • 93 LA 316 • 86 LA 301 • 72 LA 757 • 78 LA 71 • 62 LA 455 • 64 LA 1116 • 59 LA 796 • 59 LA 822

FEES

PER DIEM: \$900 CANCELLATION FEE: \$900

Pre-hearing activity per hour: \$120

The per diem is for eight hours on the day of the hearing. A new day begins after eight hours on the day of the hearing. Study and preparation of the award are at the per diem rate. The cancellation rate is applicable if the hearing is postponed or cancelled within 15 days of the scheduled date. Hearing (minimum 1 day of hearing)